

Gen Patton on War

(if he were around today)

“No bastard ever won a war by making PowerPoint presentations for his country.”

“He won it by making the other poor dumb bastard make PowerPoint presentations for his country.”



George C. Scott as George S. Patton Jr.

Culture Workshop

***Operational Excellence through Risk
Management***

**Insert Facilitators
Name here**

**Naval Safety
Center**

My Background



ROE

Tactical

- If you need a break, take one
- Informal but considerate
- Participate: Workshop is an exercise in Human Factors and ORM, not an evaluation

Strategic

- Workshop at CO's Invitation
- Results Strictly Private

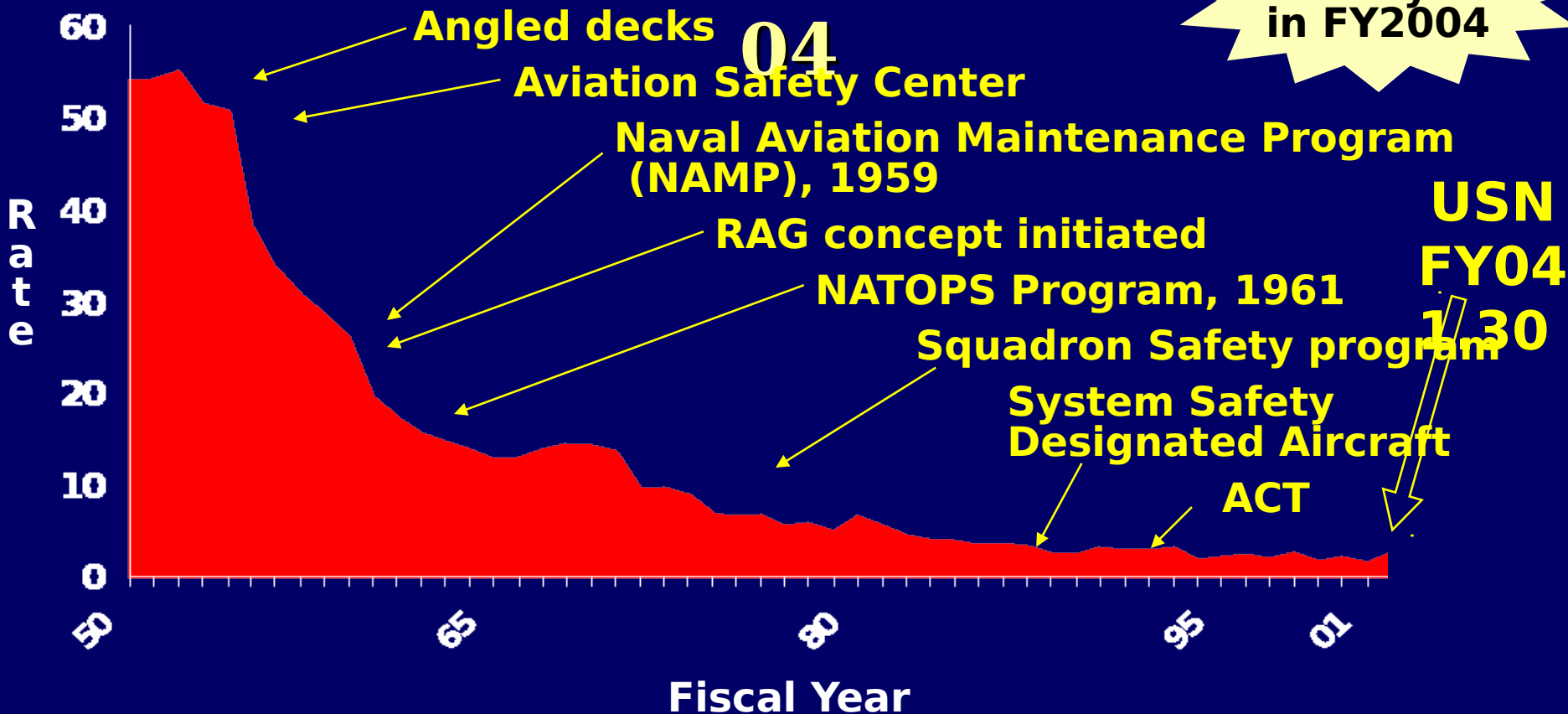
Naval Aviation Mishap Rate

776 aircraft
destroyed in
1954

FY50-

25 aircraft
destroyed
in FY2004

04

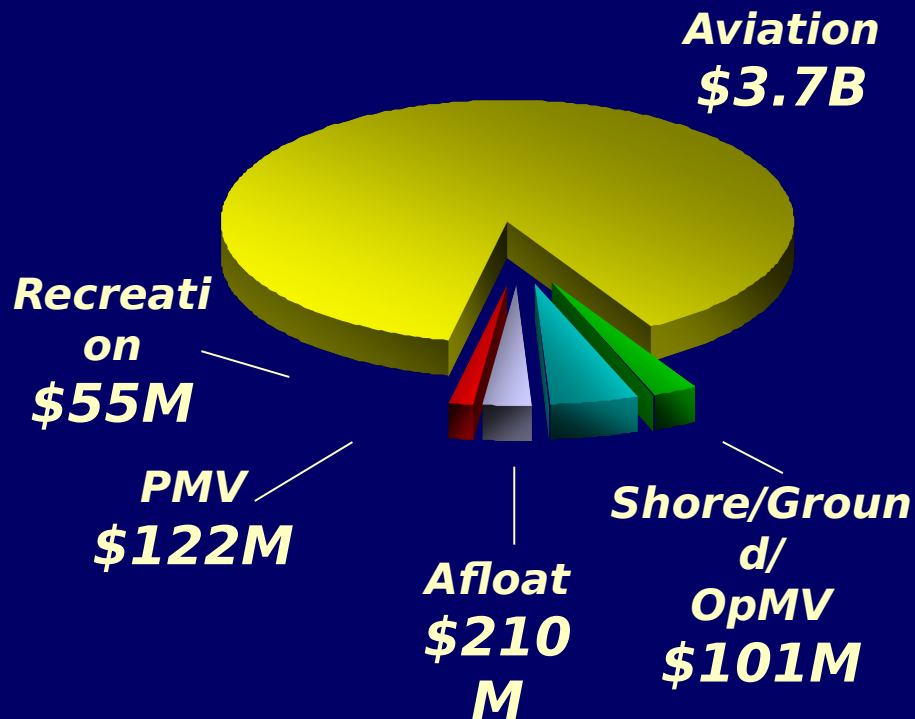


Cost and Deaths

USN/USMC, FY02-06

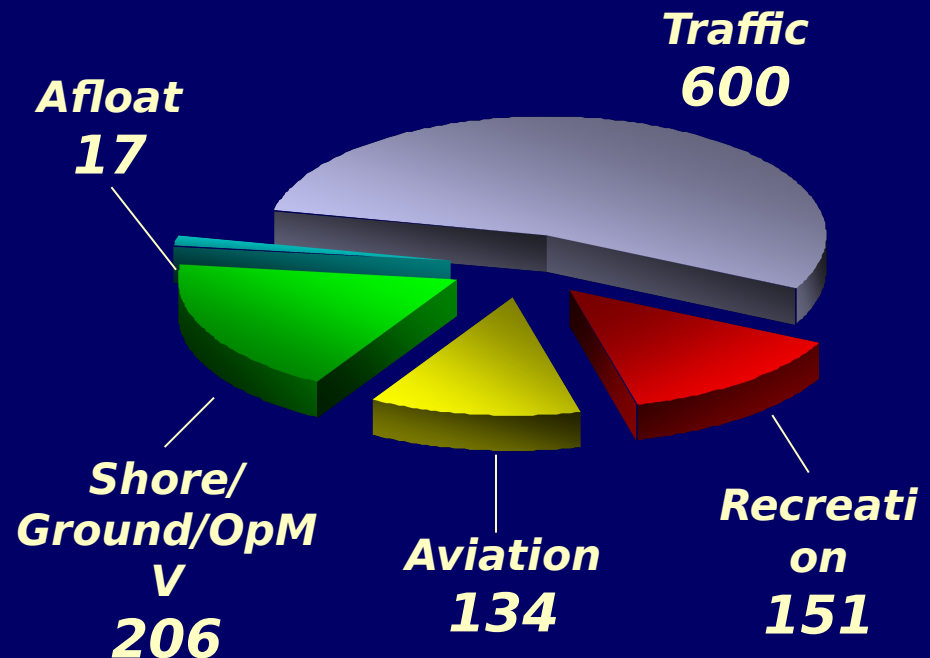
Cost

In Millions



5-Year Total: \$4.2B

Deaths



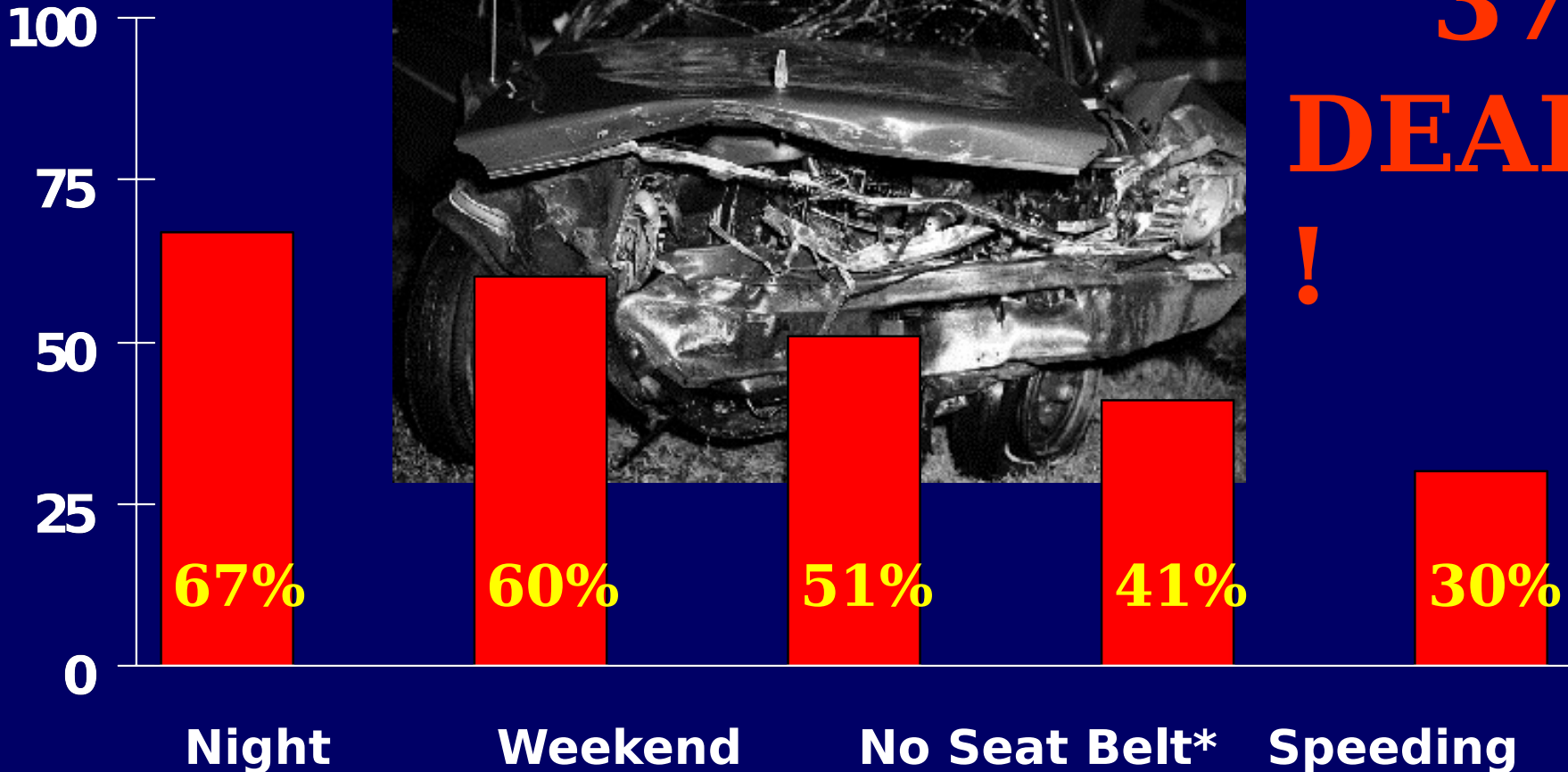
5-Year Total: 1,000

Navy/Marine Corps

Fatal Factors in FY 02-04

Traffic Deaths

Percentage
of Fatalities



**378
DEAD!
!**

*Pct. where belt use
reported

Operational Risk Management

Steps

Identify the Hazard

Assess the risk in terms of probability and severity

Make risk decisions

Implement Controls

Supervise

Principals

Accept risk when benefits outweigh cost

Never accept unnecessary risk

Make risk decision at appropriate level

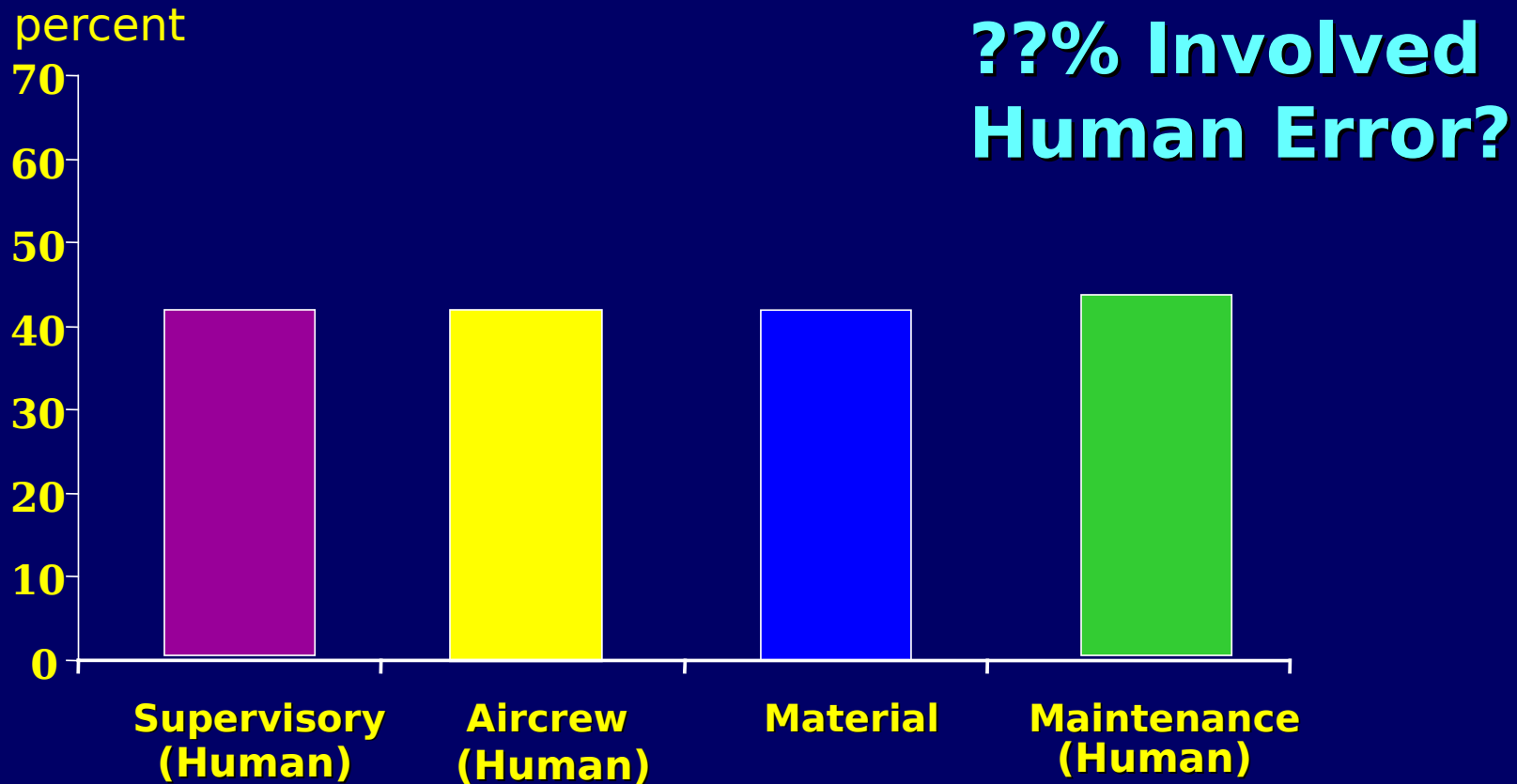
Manage risk through planning



Why we're here

Human Error Driven Mishaps

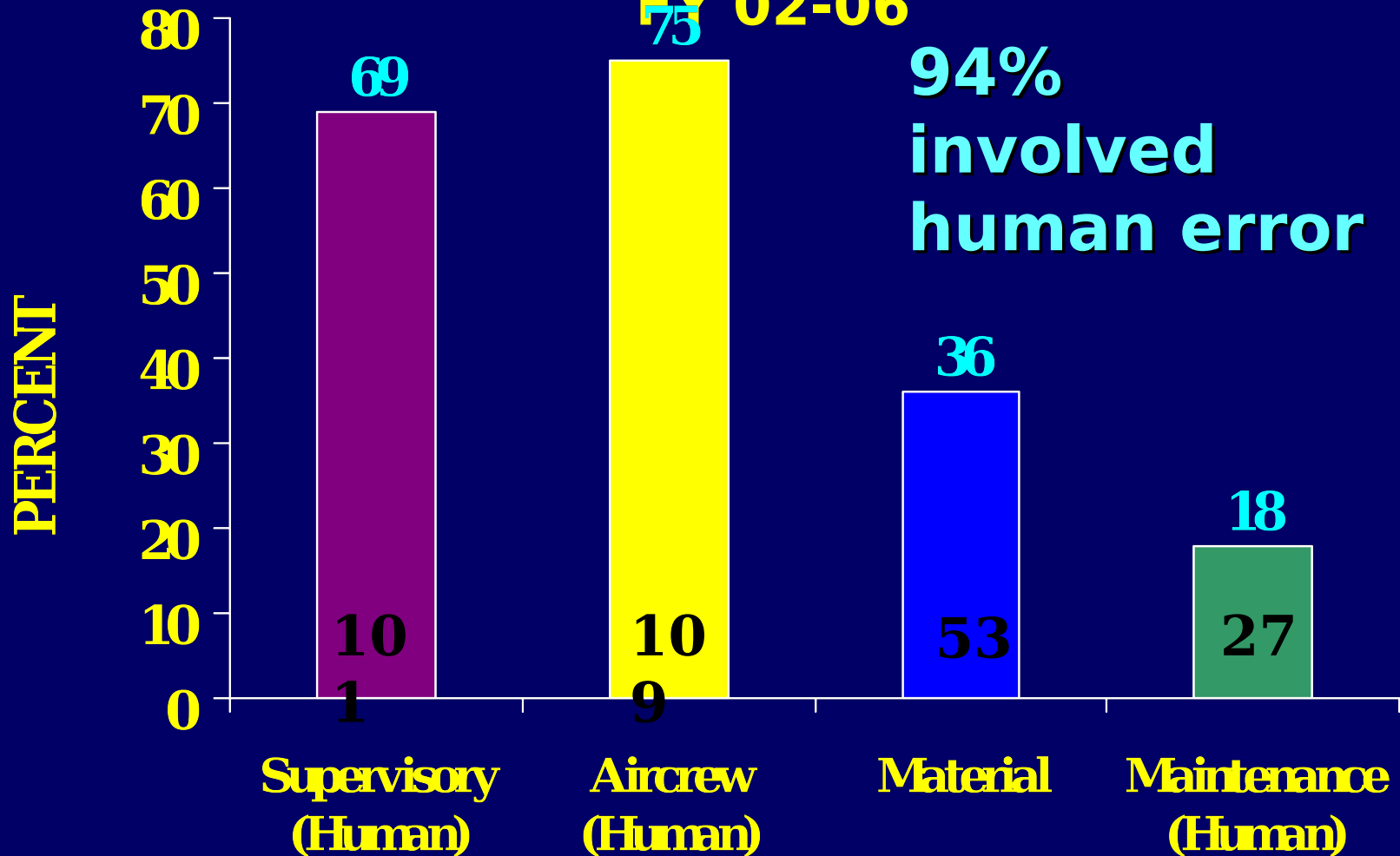
**Navy/Marine Corps Class A Flight
mishaps
FY 98 - 02**



Human Error Drives Mishaps

Navy/Marine Corps Class A Flight mishaps

FY 02-06



FY 06 through 10

UNIT

- **What is your MISSION?**
- **What is the USN's MISSION?**

Culture Workshop

Mission

“Provide the Commander with a snapshot of the unit’s culture by listening to it’s members.”

Goal

Reduce the potential for future mishaps by building a mirror for the command to reflect on cultural issues of trust, integrity and communication

What is a unit's culture?

Stated simply....

- **Everything within it's own boundaries which affect how a unit operates.**

Culture Workshop Overview

- **Ground rules:**
 - **CW Team is here at the request of the Command**
 - **Nothing leaves the SQUADRON**
- **Mechanics:**
 - **Observe / Walk Around / Visit Spaces**
 - **Peer Group Seminars**
 - **Feedback**

Seminar's

- **Seminar #1: Junior Sailors**
 - **Wide cross-section of E-4 and below**
- **Seminar #2: Mid-Level Supervisors**
 - **Wide cross-section of E-5 and E-6**
- **Seminar #3: CPO Mess**
- **Seminar #4: Junior Officers**
- **Debrief/Seminar #5: Senior Leadership**

Culture Workshops

Operational Excellence exists
on a foundation of *Trust*,
Integrity & Leadership created
and sustained through

Communication

Trust

Integrity

Leadership

**“A good measure of a
Highly Effective
Organization is not how
well they celebrate
success, but more
importantly how well
they respond to
adversity and setback.”**

Questions?